

## Questions and Answers

### 2000-01 Beginning-Teacher Minimum Salary Program

#### Funding for 2000-01

Q1: If the school district is still deciding on whether to participate in the program, what should it do?

A1: The application is not due until December 31. If you believe the school district may participate, go ahead and submit the application prior to December 31. This will reserve your privilege to participate and will trigger receipt of a certification form that will be due to the California Department of Education (CDE) by March 1. The certification form will confirm your implementation and report necessary information that will determine your funding. Certification will require that the adopted 2000-01 salary schedule includes at least a \$34,000 minimum salary for qualified\* teachers and that all program funding is used to enhance the salaries of qualified\* teachers.

Q2: How will the state calculate the reimbursement under Option 2? Will salaries derived from the 1999-00 teacher salary schedule be used as the base for determining the costs?

A2: The base salaries for determining costs will be the salary for qualified teachers\* on the 1999-00 salary schedule after placement for the 2000-01 fiscal year. The cost of implementation will be the sum of the increases for qualified teachers\* between their base salary and \$34,000. The salary increase will then be adjusted by the school district's statutory benefits rate to determine reimbursable costs. Reimbursement for mid-year salary adoptions or part-time employees must be prorated to reflect the appropriate percentage of the total year or full-time equivalent associated with participation in the program (i.e. full-year or full-time costs will not be reimbursed in these situations).

Q3 Under Option 2, what funding will a school district receive if it conducts a mid-year adoption of the 2000-01 salary schedule, increasing the minimum teacher salary to \$34,000 without making the salaries retroactive to July 1, 2000?

A3 The funding associated with the 2000-01 program will be pro-rated according to the portion of the fiscal year to which the new \$34,000 salary applies.

Q4 For Option 2 reimbursements, the per pupil cost will be adjusted by a "statutory benefit rate." What benefits are included in the "statutory benefit rate?"

A4 Statutory benefits include workers compensation, unemployment insurance, Medicare, and retirement contributions. The school district will be required to report the average rate it pays for these benefits for qualified\* teachers.

### Future, Ongoing Funding

- Q1: I have reviewed the formula for determining the 2001-02 revenue limit adjustment for Option 1 participants. Rather than use the \$6 funding rate, the formula calls for a new rate to be calculated. Why is the rate recalculated?
- A1: Although the Budget Act appropriation should be sufficient to cover program claims, the \$6 rate is not guaranteed. Should funding be insufficient to cover 2000-01 claims (sum of both Option 1 and Option 2), a deficit factor will be applied. Future revenue limit adjustments would then be based on the recalculated rate adjusted for cost of living increases and growth.
- Q2: My school district participated in the 1999-00 Jack O'Connell Beginning-Teacher Salary Incentive Program and will be participating in the 2000-01 Beginning-Teacher Minimum Salary Program. What funding will the school district receive in the 2000-01 and the 2001-02 fiscal years?
- A2 In 2000-01, the school district will receive a categorical apportionment for the 2000-01 program as well as a revenue limit adjustment for the 1999-00 program. In the 2001-02 fiscal year, the school district will receive a revenue limit adjustment for both the 1999-00 and the 2000-01 programs assuming that the required minimum salaries are maintained.

### Teacher Eligibility

- Q1: Is the program funding limited to beginning teacher salaries only?
- A1: No. Option 1 funding may be used to augment the salaries of any qualified\* teacher, including senior teachers. Option 2 funding, may be used to increase the salary of any qualified\* teacher to \$34,000.
- Q2: The law states that Option 1 funding may be used to "generally enhance teachers' salaries in order to achieve the goals of retention of qualified, competent, and experienced teachers and the attainment of a reasonable salary commensurate with a teacher's experience, education, and responsibilities." If I have a teacher teaching under an emergency waiver, does this mean that the Option 1 program funding may be used to increase that teacher's salary?
- A2: No. All program funding received under either Option 1 or Option 2 must be spent to enhance the salaries of qualified\* teachers.

### Charter Schools

- Q1 May charter schools participate in the 2000-01 Beginning-Teacher Minimum Salary Program?
- A1 Charter schools that participate in the charter school funding model pursuant to Chapter 6 of Part 26.8 of the *Education Code* (commencing with Section 47630) will receive funding on behalf of this program through the categorical block grant portion of the funding model. Therefore, charter schools participating in the model are not eligible to participate and receive additional funding through the Beginning-

Teacher Minimum Salary Program, and are not obligated to meet the \$34,000 minimum teacher salary. Charter schools not participating in the funding model will participate in and receive funding for the Beginning-Teacher Minimum Salary Program through their authorizing local educational agency.

- \* Qualified teacher or qualified teacher salary = A teacher or the salary of a teacher that 1) holds a valid California teaching credential, not including an emergency permit, intern permit, or waiver, 2) possesses a baccalaureate or higher degree, and 3) receives a salary paid through the general fund of the district or county office of education.

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